

SC025812

McRae Residential Care Services Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is privately run and provides care for up to four children who may experience social and/or emotional difficulties.

The manager, who is a qualified social worker, registered with Ofsted in June 2012. He does not have a leadership and management qualification.

At the time of the visit, one child was living at the home.

Inspection date: 12 January 2023

This monitoring visit

The home was judged inadequate at the full inspection on 30 November and 1 December 2022. As a result, two compliance notices were issued under regulation 12 (the protection of children standard) and regulation 13 (the leadership and management standard).

This visit was carried out to monitor the progress made against the compliance notices. The inspector found that, although some progress has been made, further work is needed in relation to leadership and management to ensure that improvements are embedded and sustained. As a result, a further compliance notice has been issued under regulation 13.

Leaders' and managers' monitoring of staff's training is still not robust. The staff training matrix and workforce development plan are not accurate or up to date. Consequently, some gaps remain in the staff's training, for example refresher training on knife crime and gang violence.

Although staff now receive regular supervision, the supervision records viewed are of poor quality and do not demonstrate meaningful discussions about each child's

needs, risk management, or staff practice and development. As a result, weak practice is not being adequately addressed.

Despite managing this home for over 10 years, the registered manager still does not hold the required leadership and management qualification in the role assigned to him.

At the full inspection, it was found that children are not protected and helped to keep themselves safe. Staff were not proactively responding when children's safety was compromised, specifically children who were subject to a deprivation of liberty order (DOL) or at risk of criminal exploitation. Staff now demonstrate a good understanding of their safeguarding roles and responsibilities. Leaders and managers have also sourced training in DOL, which will further strengthen staff's safeguarding practice.

Children are being kept safe by positive action, support and engagement from staff. Risk assessments are thorough, written with clarity and give staff clear strategies to respond appropriately to risk.

The staff team works closely in partnership with the headteacher of the virtual school, social workers and local education establishments. They support children who are out of school to access suitable education provision. However, when issues arise for children who are attending school, staff do not always provide effective advocacy to help overcome any barriers to the child's attendance and learning.

Previous requirements and recommendations were not fully reviewed during this visit. Therefore, these are restated below.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
30/11/2022	Full	Inadequate
10/11/2021	Full	Good
19/02/2020	Full	Good
17/05/2018	Full	Good

What does the children's home need to do to improve?

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the quality standards'. The registered person(s) must comply within the given timescales.

Requirement	Due date
*The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff have the experience, qualifications and skills to meet the needs of each child; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(c)(h)) This is in relation to staff training and supervision.	13 March 2023
The care planning standard is that children— receive effectively planned care in or through the children's home; and have a positive experience of arriving at or moving on from the home. In particular, the standard in paragraph (1) requires the registered person to ensure— that children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care and accommodation, as set out in the home's statement of purpose. (Regulation 14 (1)(a)(b) (2)(a))	13 March 2023

The registered person must notify HMCI and each other relevant person without delay if— an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious; there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(b)(e))	13 March 2023
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*These requirements are subject to a compliance notice.

Recommendation

- The registered person should ensure that the most up-to-date risk assessments and behaviour support plans for children are placed on their care files. ('Guide to the Children's Homes Regulations, including the quality standards', page 42, paragraph 9.5)

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: SC025812

Provision sub-type: Children's home

Registered provider: McRae Residential Care Services Limited

Registered provider address: 57 Lodge Road, Croydon CR0 2PH

Responsible individual: Kevin Henry

Registered manager: Paul Rhys-Taylor

Inspector

Maud Pipim-Addo, Social Care Inspector

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